

## **FRIDAY SESSION**

### **MEETING CALLED TO ORDER**

### **ROLL CALL**

### **AGENDA ITEM MOTIONS**

### **GOOD AND WELFARE**

Karen Carter shared a concern that the audience needs to understand that when looking at the composition of committee under approved revisions, due to WAC Rule 296-05-313, the Department will be expecting that all of the committee changes be assured by that committee that they qualify. So if anyone has any problems with any of these committees, it should be brought up at the quarterly council meetings.

Bob Roberts, Northwest Laborers Apprenticeship Program, asked for clarification on what Karen just reported.

Nancy Mason explained that it is the committee's responsibility to insure that their committee members are qualified per the new WAC. The Department is not going to take care of all of that paperwork. If they are asked or if it is challenged, then that committee will need to furnish documentation to show that their committee meets either a single program or a multiple program under the new WAC. So basically, by signing the new form on the revision, it says that this committee does comply with those provisions. We take that as an honest acknowledgment of what those provisions mean. If anyone from the apprenticeship community challenges those or a councilmember challenges that, the Department will go back to the next council meeting and ask for documentation to be presented to the Council.

Patrick Woods informed the Council that the Department's Prevailing Wage Section is actively pursuing issues to insure that prevailing wage is being paid across the state on those public works projects and are getting compliance in line. 20 notices of violations have been issued and fines in excess of \$14,000 for some of the contractors and other folks that have violated those issues.

### **DATE AND LOCATION OF NEXT MEETING:**

JULY 18 – 19, 2002  
THE HEATHMAN LODGE  
7801 NE GREENWOOD DRIVE  
VANCOUVER, WASHINGTON 98332

### **FUTURE MEETING SITES:**

OCTOBER 2002	SPOKANE
JANUARY 2003	TUMWATER
APRIL 2003	LAKE CHELAN
JULY 2003	VANCOUVER / BELLINGHAM

### **ADJOURNMENT**

Selection Procedure:

**NONE**

Wage Progression:

**50. SOUTHWEST WASHINGTON ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE**

M/S/C to approve.

Sub-Committee:

**51. CITY OF SEATTLE WASHINGTON APPRENTICESHIP (WATER PIPE WORKER SUBCOMMITTEE)**

M/S/C to approve.

Training Director/Coordinator:

**52. AREA 1 INSIDE ELECTRICAL APPRENTICESHIP COMMITTEE**

**53. I.E.C. OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE**

**54. PUGET SOUND ENERGY COMPANY APPRENTICESHIP COMMITTEE**

**55. WESTERN WASHINGTON OPERATING ENGINEERS APPRENTICESHIP COMMITTEE**

M/S/C to approve items 52 – 55.

Composition of Committee (Introductory Paragraph Only):

**56. FERRY COUNTY PUD #1 APPRENTICESHIP COMMITTEE**

M/S/C to approve.

Plant Program Composition of Committee:

**NONE**

Revised Plant Program Pending:

**NONE**

Administrative Approval Pending:

**NONE**

**THURSDAY APPEAL HEARINGS (1:00 – 4:30 PM)**

**ROLL CALL – Appeal Hearings**

**1. PUGET SOUND ELECTRICAL JATC**

“APPRENTICE APPEAL”

CASE NUMBER – 01-74

**ADJOURNMENT – THURSDAY SESSION**

29. GRANT COUNTY PUD NO. 2 APPRENTICESHIP COMMITTEE
30. GRAYS HARBOR PUD NO. 1 APPRENTICESHIP COMMITTEE
31. I.E.C. OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE
32. NORTHWEST LABORERS – EMPLOYERS TRAINING PROGRAM
33. ORCAS POWER & LIGHT COOPERATIVE
34. OREGON & SW WASHINGTON DRYWALL FINISHERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE
35. PACIFIC NORTHWEST IRONWORKERS & EMPLOYERS #86 APPRENTICESHIP COMMITTEE
36. PIONEER INDUSTRIES PRECISION SHEET METAL INTERNAL APPRENTICESHIP COMMITTEE
37. PUGET SOUND ENERGY COMPANY APPRENTICESHIP COMMITTEE
38. SEATTLE CULINARY APPRENTICESHIP COMMITTEE
39. SEATTLE HEAT AND FROST INS. AND ASBESTOS WORKERS APPRENTICESHIP COMMITTEE
40. SPOKANE HOME BUILDERS ASSOCIATION INC. APPRENTICESHIP COMMITTEE
41. VANCOUVER CARPENTERS APPRENTICESHIP COMMITTEE
42. WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE
43. WASHINGTON PUBLIC SCHOOL CLASSIFIED EMPLOYEES APPRENTICESHIP COMMITTEE
44. WESTERN OREGON & SOUTHWEST WASHINGTON PAINTERS APPRENTICESHIP COMMITTEE
45. WESTERN STATES BOILERMAKERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE
46. WESTERN WASHINGTON PAINTING, DECORATING AND DRYWALL APPRENTICESHIP COMMITTEE

M/S/C to approve items 23 – 46.

Name Change:

47. J.R. SIMPLOT CO. INDUSTRIAL MAINTENANCE ELECTRICIAN

Name Change: JR SIMPLOT CO. (PASCO) INDUSTRIAL MAINTENANCE ELECTRICIAN

48. WESTERN STATES OPERATING ENGINEERS INSTITUTE OF TRAINING

Name Change: WESTERN STATES ENGINEERS TRAINING INSTITUTE

M/S/C to approve items 47 – 48.

Related/Supplemental Instruction:

49. COWLITZ ASSOCIATION FOR EDUCATION OF YOUNG CHILDREN

M/S/C to approve.

Section 3: B. Affirmative Action Plan  
Section 8: Work Processes  
Section 10: Administrative/Disciplinary Procedures  
M/S/C to approve.

**18. J.R. SIMPLOT CO INDUSTRIAL REFRIGERATION STANDARDS**

Name change: JR SIMPLOT (PASCO) INDUSTRIAL REFRIGERATION STANDARDS  
Section 3: B. Affirmative Action Plan  
Section 8: Work Processes  
Section 10: Administrative/Disciplinary Procedures  
M/S/C to approve.

Cancellation Of New Apprenticeship Committees:

**NONE**

Cancellation Of Apprenticeship Standards:

**19. DOUGLAS COUNTY PUBLIC UTILITY DISTRICT #1 APPRENTICESHIP COMMITTEE (Sponsor's Request)**

M/S/C to grant cancellation.

**20. INLAND PACIFIC CHAPTER ASSOCIATED BUILDERS AND CONTRACTORS (PAINTER/TAPER PROGRAM) (Sponsor's Request)**

M/S/C to grant cancellation.

Cancellation Of Plant Standards:

**21. FAMILY EYE CLINIC (Sponsor's Request)**

M/S/C to grant cancellation.

**22. KUMUGWI HOUSE APPRENTICESHIP PROGRAM (Department's Request)**

M/S/C to grant cancellation.

**ADMINISTRATIVELY APPROVED REVISIONS:**

Composition of Committee:

- 23. AGC, IUOE #701 ENGINEER TRAINING APPRENTICESHIP COMMITTEE**
- 24. AREA 1 INSIDE ELECTRICAL APPRENTICESHIP COMMITTEE**
- 25. CITY OF OLYMPIA WASTEWATER TREATMENT APPRENTICESHIP COMMITTEE**
- 26. CITY OF SEATTLE, WASHINGTON JOINT APPRENTICESHIP ADVISORY COMMITTEE**
- 27. COWLITZ ASSOCIATION FOR EDUCATION OF YOUNG CHILDREN APPRENTICESHIP COMMITTEE**
- 28. FLUOR HANFORD FIRE DEPARTMENT APPRENTICESHIP COMMITTEE**

Section 6: Ratio of Apprentices to Journeymen  
Section 9: Related/Supplemental Instruction  
Section 10: Administrative/Disciplinary Procedures

**M/S/C** to approve with the clarification of the maximum of two excused absences allowed in the school year must be made up.

**14. SEATTLE AREA PLUMBERS, HOUSING PLUMBERS, PIPEFITTERS, REFRIGERATION, AND MARINE PIPEFITTERS APPRENTICESHIP COMMITTEE**

Section 5: Probationary Period

**M/S/C** to approve.

**15. TACOMA MILLMEN AND CABINET MAKERS APPRENTICESHIP COMMITTEE**

Name Change: SEATTLE / TACOMA MILLMEN AND CABINET MAKERS  
APPRENTICESHIP COMMITTEE

Section 2: Minimum Qualifications

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan:  
A. Selection Procedure

**M/S/C** to approve pending the moving of Term of Apprenticeship paragraph in Section 4 to Section 10 as discussed.

**16. WASHINGTON PUBLIC SCHOOL CLASSIFIED EMPLOYEES APPRENTICESHIP COMMITTEE**

Cover Sheet and throughout the standard, change DOT's to read:

Accounts Payable Clerk	216.482-010
Data Processor	203.582-054
Graphic Arts Technician	979.382-018
Payroll Clerk	215.382-014
Teachers Assistant for Blind and Vision Impaired	094.224-018

Change occupation name and hours for:

Education Interpreter - 4000 hours to:

Educational Sign Language Interpreter I 137.267-014 2000 hours; and,  
Educational Sign Language Interpreter II 137.267-014 2000 hours.

Introductory Paragraph:

Section 2: Minimum Qualifications  
Section 4: Term of Apprenticeship  
Section 6: Ratio of Apprentices to Journeymen  
Section 7: Wage Progression  
Section 8: Work Processes  
Section 11: Composition of Committee & Alternates

**M/S/C** to approve.

Revised Plant Program Standards:

**17. J.R. SIMPLOT CO INDUSTRIAL MAINTENANCE MECHANIC**

Name change: JR SIMPLOT (PASCO) INDUSTRIAL MAINTENANCE MECHANIC

Section 1: Geographical Area covered

**M/S/C** to approve with clarification that the ratio shall not be more than one apprentice for each journeyman employed in each or any one restaurant operated by an approved training agent.

**8. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON – ELECTRICAL**

Section 2: Minimum Qualifications -- Testing

Section 6: Ratio of Apprentices to Journeymen

**M/S/C** to approve.

**9. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON – SHEET METAL**

Section 6: Ratio of Apprentices to Journeymen

Section 8: Work Processes

**M/S/C** to approve.

**10. INLAND NORTHWEST MASONRY APPRENTICESHIP COMMITTEE**

Section 2: Minimum Qualifications

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan  
B. Affirmative Action Plan

Section 8: Work Processes

Section 10: Administrative/Disciplinary Procedures

Section 11: Composition of Committee & Alternates

Section 13: Training Director/Coordinator

**M/S/C** to approve.

**11. INLAND PACIFIC CHAPTER ASSOCIATED BUILDERS AND CONTRACTORS – ELECTRICIAN**

Section 2: Minimum Qualifications

Section 4: Term of Apprenticeship

Section 5: Probationary Period

Section 6: Ratio of Apprentices to Journeymen

Section 8: Work Processes

Section 9: Related/Supplemental Instruction

Section 10: Administrative/Disciplinary Procedures

Section 12: Subcommittee

**M/S/C** to defer action until the ALJ makes their decision and not take adjudicative action on this set of revisions.

**12. LU 112-NECA ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE**

Addition to Policies and Procedures – Article 20 Responsibility of Apprentice

**M/S/C** to approve.

**13. NORTHWEST WASHINGTON PLUMBERS & STEAMFITTERS APPRENTICESHIP COMMITTEE**

Electricians (DOT 824.261-010) 8000 hours  
M/S/C to refer back to committee to comply with WAC 295-05-313.

**3. WASHINGTON STATE FIRE FIGHTERS APPRENTICESHIP COMMITTEE**

Fire Fighter (DOT 373.364-010) 6000 hours  
M/S/C to approve.

New Standards:

If there are any objections to the following Request for New Standards: **International Union of Elevator Constructors #23 Joint Apprenticeship and Training Committee, Washington Burglar and Fire Alarm Association Apprenticeship Committee, or Washington State Department of Labor & Industries/Classified Employees Joint Apprenticeship and Training Committee**, please complete and return the 'Notice of Contest or Objection to Proposed Standards of Apprenticeship' form available on the L&I Apprenticeship web site ([www.lni.wa.gov/scs/apprenticeship](http://www.lni.wa.gov/scs/apprenticeship)). The Apprenticeship Section, Tumwater, Washington, must receive the original signed hard copy of Notice of Contest or Objection by **April 10, 2002**.

**4. INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS #23 JOINT APPRENTICESHIP AND TRAINING COMMITTEE**

General Journeyman Elevator Mechanic (DOT 825.361-010) 9250 hours  
M/S/C to approve.

**5. WASHINGTON BURGLAR AND FIRE ALARM ASSOCIATION APPRENTICESHIP COMMITTEE**

Fire and Burglar Alarm Technician (DOT 822.361-018) 4000 hours  
M/S/C to refer back to the sponsor for review of RCW 19.28 concerning work processes and the related supplemental instruction.

**6. WASHINGTON STATE DEPARTMENT OF LABOR & INDUSTRIES / CLASSIFIED EMPLOYEES JOINT APPRENTICESHIP AND TRAINING COMMITTEE**

Auditor (DOT 160.167-038) 4000 hours  
M/S/C to approve.

New Plant Program Standards:

**NONE**

Revised Standards:

If there are any objections to the following Request for Revised Standards: **Seattle Culinary Apprenticeship Committee**, please complete and return the 'Notice of Contest or Objection to Proposed Standards of Apprenticeship' form available on the L&I Apprenticeship web site ([www.lni.wa.gov/scs/apprenticeship](http://www.lni.wa.gov/scs/apprenticeship)). The Apprenticeship Section, Tumwater, Washington, must receive the original signed hard copy of Notice of Contest or Objection by **April 10, 2002**.

**7. SEATTLE CULINARY APPRENTICESHIP COMMITTEE**

Name Change: Washington State Culinary Arts Apprenticeship Committee

proposed amendments to apprenticeship standards - ourselves or refer them to the Office of Administrative Hearings. In addition, the responsibility for an apprenticeship sponsor to ensure that safety and health training is provided to apprentices in WAC 296-05-316(8) was eliminated as this is the employer's responsibility. Lastly, a minor technical amendment done to WAC 296-05-402 to correct an error in the flow chart.

These rules will eliminate the need for the policy that was issued on January 18th, 2002 at the council meeting, conclude the work of the RCW/WAC committee established by the Council, and complete the need for any additional apprenticeship law changes at this time.

M/S/C to approve.

### **Council Secretary**

Patrick Woods reported that in his report there was one additional item he'd like to request of the Council. In the House Bill 2304, which is the transportation package, there is the requirement that the Department and the Council work with the Department of Transportation in dealing with apprenticeship. He respectfully requested that we, the Council, set up a special subcommittee to work with L&I in order to insure that we are all in sync as we move forward with the Department of Transportation on the apprenticeship issues.

### **Council Members**

Al Link shared his thanks to the Council for their kind words, cards, and plant when he broke his ankle a few months ago when he was in rapid pursuit of an adolescent canine and slipped on some wet grass and broke his ankle in five places.

### **EXECUTIVE SESSION:**

Brief recess

### **UNFINISHED BUSINESS:**

#### **1. WESTERN STATES OPERATING ENGINEERS INSTITUTE OF TRAINING APPRENTICESHIP COMMITTEE**

(Tabled from January 2002 WSATC meeting and referred to RSI Trade Review Committee)

Section 2: Minimum Qualifications

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Affirmative Action Plan

Section 6: Ratio of Apprentices to Journeymen

Section 7: Wage Progression

Section 9: Related Supplemental Instruction

Section 13: Training Director/Coordinator

M/S/C to approve sections 2, 3, 6, 7, 13 and deny approval of section 9.

### **NEW BUSINESS:**

#### **Proposed Committees:**

#### **2. COMMUNICATIONS WORKERS OF AMERICA/LUCENT TECHNOLOGIES TELECOMMUNICATIONS/ELECTRICIAN APPRENTICESHIP COMMITTEE**



of arenas. Resource and labor market challenges prevent, at this time, an identification of an open entry process for graduates of preapprenticeship programs.

The final summit was also workforce community leaders of how apprenticeship and apprenticeship preparation for workforce planning, and secondly, how national award-winning apprenticeship preparation programs make their candidates apprenticeship ready. All agreed that the secret was a variety of communications and marketing strategies which spread the word about apprenticeship to potential candidates, local educational facilities, and employers who could benefit from a trained and skilled workforce.

She participated in these summits and found them to be invaluable and she really did extend a real appreciation to everyone who participated.

As a result of these summits and other input, the Council has requested the Department's support in the areas of preapprenticeship programs, or apprenticeship preparation programs, of expansion of existing programs, and expansion of nontraditional areas, such as those that were brought up this morning by the representative from the Tri-Cities area.

The Strategic Planning Committee plans to become more active in assisting and directing the goals of this council for the future. We believe that we're not just here to keep track of how many apprentices we have in the system and to oversee the traditional areas that we have looked at, but also to provide leadership goals and efforts to improve and expand our system.

M/S/C to approve.

#### **WSATC Tie-Breaker Committee**

No report.

#### **WSATC WAC/RCW Committee**

Susan Crane reported that the committee was established to review the apprenticeship rules, formerly Chapter 296-04 WAC, for the purpose of applying clear rule-writing principles. The Council later charged the committee with the additional assignment of addressing concerns from the US Department of Labor, Office of Apprenticeship, Training, Employer, and Labor Services Division, formerly know as BAT - the audit that they did relative to both the apprenticeship rules and the Apprenticeship Act, Chapter 49.04 of the RCW.

The major revisions of the WAC's and RCW's have been completed in the formal notification letter that's been provided to the US Department of Labor informing them that the Council has addressed all of the concerns described in their 1999 audit relating to the WAC's and the RCW's. The final report here is to request your approval of the minor technical changes that you approved on January 18th, 2002, and to recommend that you request the Department to move forward with the filing of these four - final rules on April 26th, 2002. The changes will then go into effect on June 1st, 2002.

As you may recall, the purpose of this rule making is to address an inconsistency that now exists in the rules as a result of the recent rule changes that were adopted on October 31st, 2001. The inconsistency is between our WAC 296-05-007 and 296-05-300. Clarification changes are necessary to insure that the Washington State Apprenticeship and Training Council has the discretion to either adjudicate matters - for example, objections to apprenticeship standards or

compliance review. Encourage program to actively recruit minorities and women into their program.

8. Weyerhaeuser Company Apprenticeship Committee, Raymond. Moved, seconded, and approved to find them in compliance for minorities by numbers, and for women by good-faith efforts in their 1999-2000 affirmative action compliance review. Program should closely follow its affirmative action plan and increase their efforts to recruit minorities and women.

The meeting was adjourned at 11 o'clock a.m.

**M/S/C** to approve with the amendment of Old Business item number 8, Western Washington Stationary Engineers Apprenticeship Committee to reflect the compliance date to be 1997 – 1998 instead of 1999 – 2000.

**M/S/C** to approve Councilmember Nichols' motion to streamline and expedite the process for the 1999 – 2000 compliance reviews to be completed for the July quarterly meeting.

#### **WSATC Annual Report Subcommittee**

**M/S/C** to approve.

#### **WSATC Reciprocity Subcommittee**

No report.

#### **WSATC Special Subcommittee**

Transportation Strategic Subcommittee appointed.

**M/S/C** to approve.

#### **WSATC Strategic Planning Committee**

Melinda Nichols reported that the Strategic Planning Committee met yesterday.

She expressed appreciation by the Council for all the people who participated in the three apprenticeship preparation summits that were held last year in April, July, and October. Those summits gave us all on the Council very valuable information and I would like to kind of go over a summary of what happened at those summits.

The first summit identified the partners to apprenticeship preparation and reviews of the strengths, barriers, and opportunities for the, quote, preapprenticeship system, end quote. Communication resources available and funding limitations, as well as confusion regarding the definition of apprenticeship preparations were all identified as warranting further discussion. During April a survey was conducted with members of the WA-ACTE regarding the linkage between apprenticeship and vocational education.

The second summit highlighted successful linkages between trades, nontraditional programs, and the educational system. A definition of key components and core competencies was discussed and recommendations for improvement to that document were made. The title "preapprenticeship" was changed to "apprenticeship preparation" due to the conflict in a variety

8. Western Washington Stationary Engineers Apprenticeship Committee. Moved, seconded, and approved to find them in compliance for minorities by numbers, but out of compliance for women in ~~1999-2000~~ 1997 – 1998 affirmative action compliance review. The Department is directed to write a letter on behalf of the Washington State Apprenticeship and Training Council to the individual training agents explaining their responsibilities for affirmative action on behalf of the committee.

New business.

1. Cowlitz and Wahkiakum Counties Electrical Workers Apprenticeship Committee. Moved, seconded, and approved to find them out of compliance for minorities and women in their 1999-2000 affirmative action compliance review. Request their presence at the next Affirmative Action Subcommittee quarterly meeting in Vancouver in July 2002 and have them present a detailed action plan on how they will improve their numbers for minorities and women. If numbers aren't improving for minorities and women by the next Affirmative Action Subcommittee quarterly meeting, the program may be placed on sanctions.
2. Cowlitz Association for Education of Young Children Apprenticeship Committee. Moved, seconded, and approved to find them in compliance for minorities by good-faith effort in 1999 and by numbers in 2000, and in compliance for women by numbers in 1999-2000. Encourage expansion of their recruitment of minorities.
3. Grays Harbor PUD No. 1 Apprenticeship Committee. Moved, seconded, and approved to find them out of compliance for minorities and for women in their 1999-2000 affirmative action compliance review. Request their presence at the next Affirmative Action Subcommittee meeting in Vancouver in July 2002 to discuss their process of recruiting minorities and women to entry level jobs.
4. JR Simplot Co. Industrial Maintenance Mechanic. Moved, seconded, and approved to find them in compliance for minorities and women - and woman by good faith efforts for 1999, and by numbers for 2000 in their 1999-2000 affirmative action compliance review. Send a letter acknowledging their success in achieving these goals by numbers for minorities and women in 2000.
5. JR Simplot Industrial Refrigeration Technician. Moved, seconded, and approved to find them in compliance for minorities and women by good-faith effort in their 1999-2000 affirmative action compliance review. Send a letter congratulating them on their efforts to achieve their goals by numbers for minorities and women for 2000.
6. Puget Sound Electrical Joint Apprenticeship and Training Committee. Moved, seconded, and approved to find them in compliance for minorities and women by good-faith effort in their 1999-2000 affirmative action compliance review.
7. Vancouver Machinists and Automotive Machinists Apprenticeship Committee. Moved, seconded, and approved to find them in compliance for minorities and women by good-faith effort in 2000. No findings in '99 due to no activity for their 1999-2000 affirmative action

2. Inland Empire Roofers and Employers Apprenticeship Committee. Moved, seconded, and approved to find them in compliance with minorities, found out of compliance for women in the 1999-2000 affirmative action compliance review. Request their presence at the Vancouver meeting to discuss recruitment, cleanup of recordkeeping in order to get accurate numbers, and present a written action plan on how they will come into compliance with recruiting and registration of women. If numbers aren't improving for women by the next Washington State Apprenticeship and Training Council Affirmative Action Subcommittee quarterly meeting, the program may be placed on sanctions.
3. Inland Northwest Masonry Apprenticeship Committee. Moved, seconded, and approved to find them in compliance for minorities, but out of compliance for women in their 1999-2000 affirmative action compliance review. Request their presence at the next WSATC Affirmative Action Subcommittee quarterly meeting in Vancouver in July of 2002. Continue to clean up recordkeeping processes. If numbers aren't improving for women by the next Affirmative Action Subcommittee quarterly meeting, the program may be placed on sanctions.
4. Inland Pacific Chapter Associated Builders and Contractors, electrician. Moved, seconded, and passed to find them out of compliance for both minorities and women in their 1999-2000 affirmative action compliance review. Review in six months with warning that sanctions can be reimposed if significant effort has not been made to come into compliance. Request their presence at the Spokane Affirmative Action Subcommittee quarterly meeting in October 2002.
5. Inland Pacific Chapter Associated Builders and Contractors, plumber. Moved, seconded, and approved to find them out of compliance for both minorities and women in their 1999-2000 affirmative action compliance review. Review in six months with warning that sanctions can be reimposed if significant efforts have not been made to come into compliance. Request their presence at the Spokane Affirmative Action Subcommittee quarterly meeting in October 2002.
6. Inland Pacific Chapter Associated Builders and Contractors, sheet metal. Moved, seconded, and approved to find them out of compliance for both minorities and women in their 1999-2000 affirmative action compliance review. Review in six months with warning that sanctions can be reimposed if significant efforts have not been made to come into compliance. Request their presence at the Spokane Affirmative Action Subcommittee quarterly meeting in October 2002.
7. Western States Boilermakers Apprenticeship Committee. Moved, seconded, and approved to find them in compliance for minorities by good-faith effort, but out of compliance for women in their 1999-2000 affirmative action compliance review. Request their presence at the next Affirmative Action Subcommittee meeting in Vancouver in July 2002 to present a written action plan on how they will come into compliance with recruiting and registering women. If numbers aren't improved for women by the next Affirmative Action Subcommittee quarterly meeting, the program maybe placed on sanctions.

time and effort to help them apply for their benefits, and to certify them. It's a great recruiting benefit for the trade programs and the apprentices. And we thank you very much.

### **Labor and Industries Affirmative Action Advisory Committee/USDOL-OFCCP, Walt Trimble**

Kevin Managhan reported that they met yesterday afternoon and Mr. Bruce Carter, who is the manager of the multi - multicultural/international student services for Columbia Basin College, spoke to the group about retention of female minorities in our programs.

Kevin introduced Walt Trimble, from the Office of Federal Contract Compliance (OFCCP) who will be speaking at the July meeting and had a few comments for today's meeting.

Walt Trimble gave a pictorial presentation and reported that the efforts being made were very much parallel to what they wanted to do. In fact, very supportive of the kinds of thing that are required of companies that are subject to the laws of the agency that he works for, the US Department of Labor, Office of Federal Contract Compliance Programs.

Walt Trimble is the Seattle district director for OFCCP, located in Seattle. He explained who OFCCP is, what they do, how they do it, the mutual interests, or at least a parallel interest that your apprenticeship efforts have with OFCCP, and how we can get in contact with them when you have questions.

OFCCP is part of the Pacific region and it covers everything from Alaska to Guam in terms of what EEO and affirmative action. The Seattle office is responsible for everything in Alaska, Oregon, Washington, and Idaho with respect to obligations of federal contractors for equal employment opportunity and affirmative action.

I also have Lee Jones, who is my assistant district director of Seattle, and Laura Warden who is the Portland area director.

OFCCP enforces the laws for federal contractors for equal employment opportunity. That is nondiscrimination. We do this for everyone. It's not limited to any particular group. And it is involving all personnel activities, which would involve apprenticeship, training, hiring, any type of personnel activity.

OFCCP enforces affirmative action laws. Contrary to popular belief, affirmative action is not dead. I-200 does not impact us at all. We still help any company's, subject to the requirements for people, unemployment opportunity affirmative action to the regulations and laws that we enforce.

Affirmative action, particularly, we enforce for minorities, females, veterans, and handicapped individuals. To enforce a couple of things -- our goals are not quotas and the bottom line, the way we evaluate companies to see if they're in compliance with affirmative action by their good faith efforts. And I see their good faith efforts would involve the use of your apprenticeship programs and the efforts that you make.

How do we do what we do? We conduct compliance evaluations of companies who are subject to our laws and regulations. These are all-encompassing evaluations. We look at all their

The Workforce Board is planning a statewide conference in October on workforce training and workforce training development. It will probably be held in the Seattle area, near the airport, in October. The Workforce Training Board will be holding its annual retreat at the Kingston Laborers' Training Center this year. This will be a chance to highlight our programs for all these people that are involved in workforce development.

### **Employment Security Department**

Ross Wiggins reported on behalf of the Dr. Sylvia Mundy. He reported that he had an announcement of the work in progress, and that is that there is now a general request for proposal out for customized employer training. This is being conducted and planned by the 12 workforce development councils statewide. The due date is May 14th, and as you probably heard in one of the earlier reports from the Employment Security, the Operating Engineers Training Trust here in the east side was the recipient of two of those grants last year.

The total amount available will be one million dollars and the due date for those is May 14<sup>th</sup>. The best thing to do is check in with the workforce development councils. There's more information at the website: [www.wtb.wa.gov](http://www.wtb.wa.gov).

### **Office of Superintendent Public Instruction**

No report.

### **Higher Education Board**

Gary Allin representing Director Michael Ball, reported that they are continuing with their primary responsibility of insuring institutional accountability, and approving, disapproving, and monitoring education and training programs throughout the state for those eligible to receive the veterans' education benefits for apprenticeship, on-the-job training, and college education benefits.

As of this date, since January 2002, 11 additional programs have been approved for veterans' education training benefits. Two of those are apprenticeship programs and nine are on-the-job training programs.

There are four additional programs that are pending approval that are in the final stages. Eleven (11) additional applications for eight apprenticeship programs and three on-the-job training programs have been received. They're very diverse and include training programs in the building trades, law enforcement, wastewater treatment, fire-fighting, and mortician.

All site visits that are required to be made every year are proceeding as scheduled. In fact, eight were done this week to apprenticeship programs and visits will continue throughout the week.

There are over 120 facilities throughout the state that are approved for training veterans, with over 1,000 veterans in those programs. They're learning new skills and receiving their education benefits.

Gary Allin personally thanked all of the training programs that are represented here and throughout the state that are providing and opening the programs for veterans that are taking the

**CORRESPONDENCE:** M/S/C as attached.

**REPORTS:**

**State Board for Community and Technical Colleges (SBCTC)**

Jim Crabbe, reported on three items. First, a survey was recently taken of the colleges to see how many colleges were actually granting associate level degrees for apprenticeship programs or in conjunction with completion of an apprenticeship program. There are eight such colleges in the system. Other trusts who feel that their programs are up to the college rigor required of an associate's degree should contact the colleges that they work with to try and get this program approved so apprentices can get credit and get an associate's degree while they're completing their apprenticeship programs.

Second, the state system was cut three percent overall, and in exchange for that cut the legislature allowed SBCTC to raise tuition rates to assist in making up some of the difference. This will impact the apprenticeship rates and tuition rates, in a minor way. The per-credit rate will go from \$19 per hour to \$21 per hour and the clock-hour rate will go from \$1.30 per hour to \$1.40 cents per hour. The contract rate of \$2,345 and the rent rate of \$390 will remain constant as that's adjusted biannually with the budget cycle.

Third, apprenticeship set-aside. As you'll remember, we've had 100 FTE's set aside all along for apprenticeship growth and for extraordinary enrollment and low enrollment subsidy. Last year we pledged ten percent of the state board's allocation for growth to apprenticeship, and that added 175 additional FTE, bringing that to 375 last year. This year another 175 FTE will be added, bringing that pool to now a total of 450 FTEs.

We've had discussions with the presidents of the colleges involved with apprenticeship. We also continued that discussion yesterday with the coordinators and folks in the community. We are looking at recommending a push kind of system, an allocating system, as opposed to an RFP process, for these FTEs. We would like to retain a 50 FTE reserve to take care of things that happen throughout the year that we didn't predict.

Council member Nichols commended Jim, not just for what he presented on this day, but that the caliber of work in this area has been remarkable under his leadership on the RSI trade committee and the degree of looking at the curriculum that gets brought before him, and that the advocacy that he brings for apprenticeship is really invaluable to us.

**Workforce Training and Education Coordinating Board**

Randy Loomans, reported that High Skills, High Wages report to the legislature, (copies available for the audience) is now being re-authorized as a new report (listed on a web site address which is in the book).

Any that want to make a comment about the High Skills, High Wages report or their comprehensive plan for its development, their web site is [www.wtb.wa.gov](http://www.wtb.wa.gov).

# WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

APRIL 18 - 19, 2002

9:00 AM

## MINUTES

### **THURSDAY SESSION**

Vice-chairman Pete Crow called the meeting to order at 9:00 a.m. and lead the pledge of allegiance to the American flag. Greetings were given by Reuel Paradis, L&I Region 5 Administrator. The roll call was then taken and a quorum of members were present.

**MINUTES:** January 17 & 18, 2002 were **M/S/C** as written.

### **CERTIFICATES OF MERITORIOUS SERVICE:**

<b><u>Name</u></b>	<b><u>Organization</u></b>
Ross Allen	City of Olympia Wastewater Treatment Apprenticeship Committee
Pete Cropper	Inland Empire Electrical Training Trust
Larry Ekstrom	City of Olympia Wastewater Treatment Apprenticeship Committee
Rod Hedman	Inland Empire Electrical Training Trust
Larry Jergens	Western Washington Painting, Decorating and Drywall Apprenticeship Committee
George Peterson	City of Olympia Wastewater Treatment Apprenticeship Committee
Shawn Redmond	City of Olympia Wastewater Treatment Apprenticeship Committee
Mary Wheeler	Cowlitz Association for Education of Young Children Apprenticeship Committee

### **CERTIFICATE OF COMMENDATION:**

Khristy Judy	Southeastern Washington / Northeastern Oregon Sheet Metal J.A.T.C.
Bruno Padilla	Northwest Washington Electrical Industry J.A.T.C.

### **CERTIFICATE OF COMMENDATION FOR OUTSTANDING AFFIRMATIVE ACTION ACHIEVMENT:**

John Taylor	J.R. Simplot
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